

Dept. of DHS-Assist. Pymnts. (413) Facts – FY '12

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General Information

Address: Hoover State Office Building
1305 East Walnut Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 21	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 16.15
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Span of Control: 20.00	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	8	<25	0	45-54	0	# of Females:	18	# of Males:	3
25-34	0	55-64	3	25-34	0	55-64	0	% of WF:	85.71%	% of WF:	14.29%
35-44	9	65+	1	35-44	1	65+	0	Average Age:	48.91	Average Age:	44.68
Employee Average Age: 48.30				Supervisor Average Age: 44.51				Average Length of Service: 17.72		Average Length of Service: 6.71	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	2	# of Non-minorities:	19	# African-American:	0	# of "did not respond":	0
% of Workforce:	9.52%	% of Workforce:	90.48%	# Asian/Pacific Island:	1	% of Workforce:	0%
Average Age:	41.48	Average Age:	49.02	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	15.04	Average Length of Service:	16.27	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	1	# of Persons With No Disabilities:	20	# of "did not respond":	0
% of Workforce:	4.76%	% of Workforce:	95.24%	% of Workforce:	0%
Average Age:	62.83	Average Age:	47.58	Average Age:	N/A
Average Length of Service:	24.35	Average Length of Service:	15.74	Average Length of Service:	N/A

Officials/Administrators EEO Category 1: 0	Professionals EEO Category 2: 5	Technicians EEO Category 3: 13	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 0	Transfer In: N/A
Retirements: 0	All Terminations: 0	Voluntary Quits: 0	Transfer Out: N/A

# of Classes Used: 10	Most Populous Classes: Income Maintenance Worker 3 (7), Clerk-Specialist (3), Income Maintenance Worker 5 (3)		
Separations - By Class:	none		
# Eligible for Retirement:	6 in next 5 years	% Eligible: 28.57%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$4,874.75	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$2,927,356.08	Avg. Base Salary: \$62,268.27	Overtime Days Worked: 13.0
Overtime Cost: \$4,725.59	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$109,966.54	Vacation Days Earned: 454.5	Vacation Used Expense: \$113,100.21	Vacation Days Taken: 472.1	
Sick Leave Days Earned: 283.5	Reg. Sick Leave Used Expense: \$49,339.67	Reg. Sick Leave Days Used: 214.9	Converted Sick Leave To Vacation Days Used: 6.0	
Sick Leave -Earned Value: \$64,635.14		Avg. Sick Leave Days Per EE: 10.23	Converted Sick Leave To Vacation Used Expense: \$1,529.28	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$978.88	Funeral Days Used: 4.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012